

Unconscious Bias

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Agenda

- Unconscious Bias – what it is and why do we have it
- Harvard Implicit Bias Assessment
- Unconscious bias at Monash Health
- What can we do with this awareness from a gender perspective?

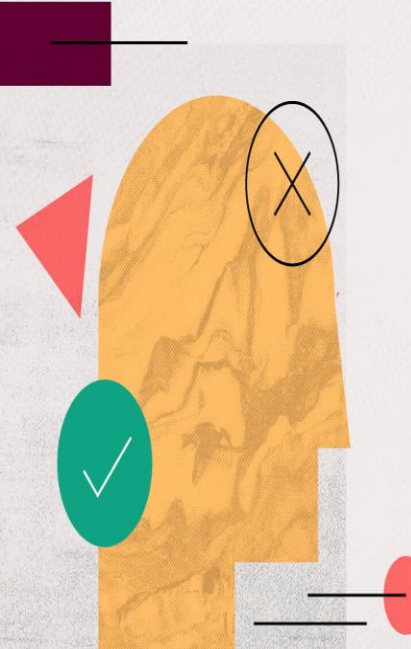


Unconscious Bias



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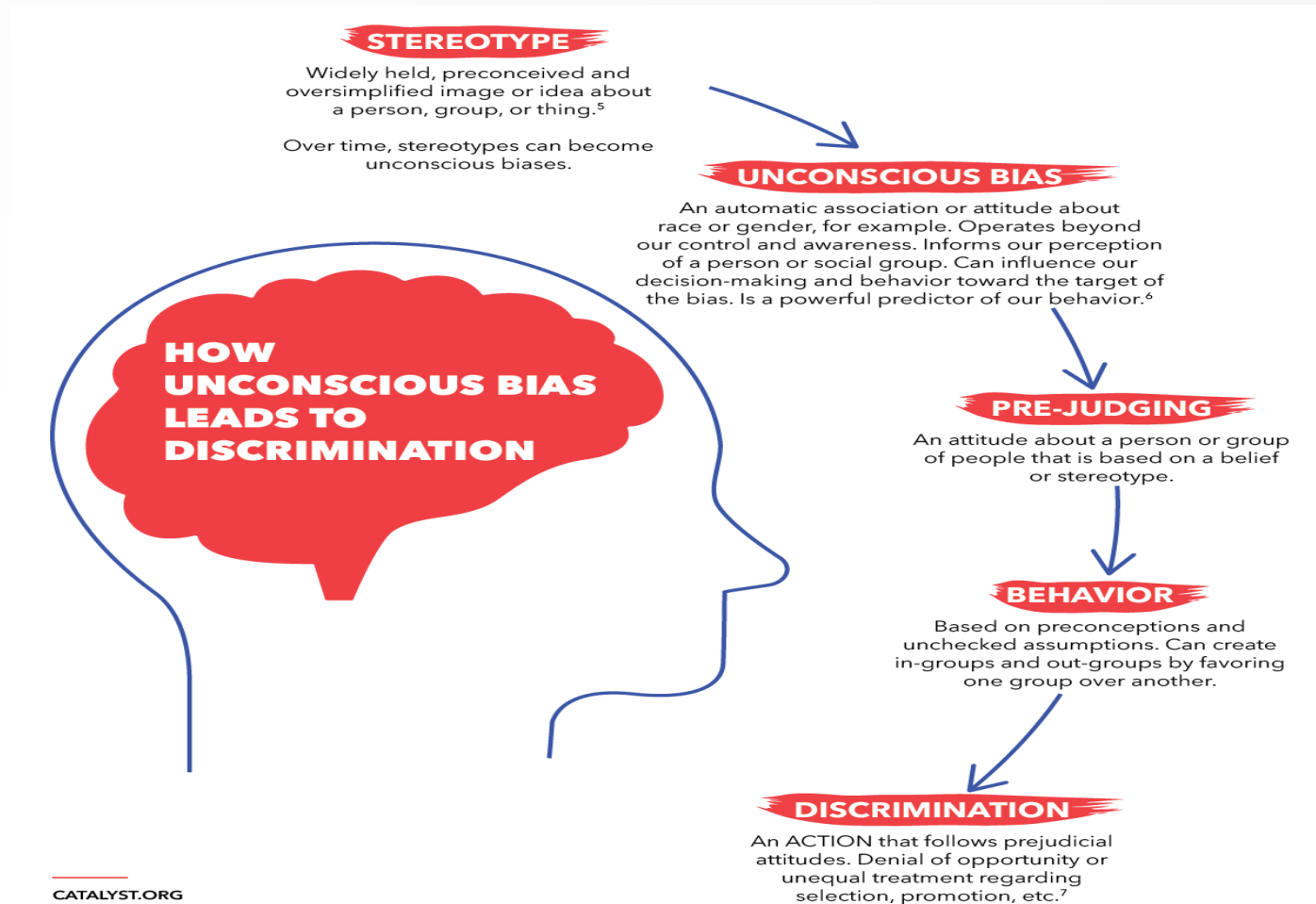
What is unconscious bias?



Learned attitudes or stereotypes
that exist in our subconscious
and can involuntarily affect the
way we think and act.

- Unconscious bias, also known as implicit bias, is a learned assumption, belief, or attitude that exists in the subconscious.
- Everyone has these biases and uses them as mental shortcuts for faster information-processing.
- Implicit biases are developed over time as we accumulate life experiences and get exposed to different stereotypes.
- According to the [Kirwan Institute for the Study of Race and Ethnicity](#), “These biases, which encompass both favourable and unfavourable assessments, are activated involuntarily and without an individual’s awareness or intentional control.”

Unconscious bias → Discrimination



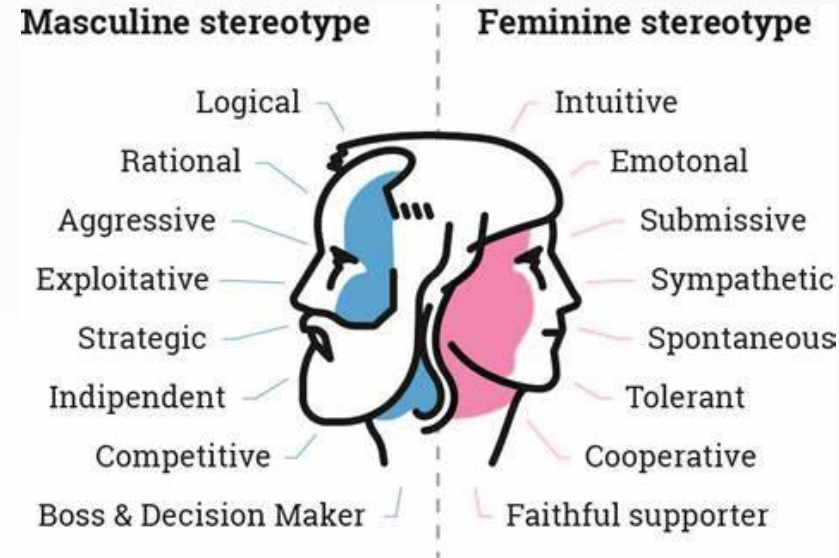
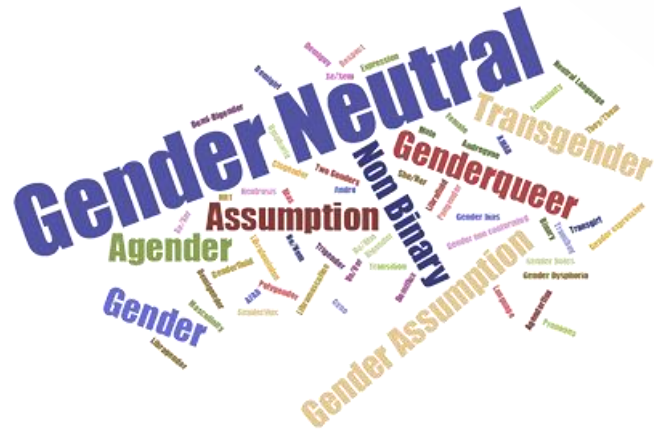
Gender and unconscious bias

#100women

“BUT WE ALL KNOW THAT ON AVERAGE WOMEN ARE NICER AND MORE CARING THAN MEN”

This is an example of a benign stereotype that nevertheless is a stereotype. It can prevent women from asserting themselves because then they may be considered unfeminine.

100 WOMEN



Language and unconscious bias

Avoid sexist phrases (and correct yourself when you use them)

- Lookout for obvious male/female words or phrases that reinforce stereotypes. Correct yourself when you use these terms.

Male Words

- two-man rule
- gentlemen's agreement
- old boys club
- man up
- ballsy
- right-hand man
- manpower
- wingman
- middleman
- guys

Female Words

- run like a girl
- diva
- prima donna
- drama queen
- debbie downer
- negative nancy
- everyone and their mom



Avoiding Gender Bias

Gender Biased	Improved Language
female doctor, cleaning woman	doctor, cleaner
waiter/waitress, stewardess	server, flight attendant
mankind, man-hour	humanity, working hours
the doctor.....he	doctors.....they
executives and their wives	executives and their spouses
businessman, salesman	businessperson, salesperson
Each worker had his picture taken.	Each worker had a picture taken.




It is all about **AWARENESS**

- What is your gender 'blueprint' from your upbringing?
- What are your gender biases from your past experiences?
- Have you been discriminated against?
- Have you unconsciously discriminated?
- What can you challenge yourself on?



What can you discover about yourself?

Test your Unconscious Bias

Project Implicit

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Gender-Career IAT

Gender - Career. This IAT often reveals a relative link between family and females and between career and males.

Skin-tone IAT

Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

Race IAT

Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.

Native IAT

Native American ('Native - White American' IAT). This IAT requires the ability to recognize last names that are more likely to belong to Native Americans versus White Americans.

Weight IAT

Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

Disability IAT

Disability ('Physically Disabled – Physically Abled' IAT). This IAT requires the ability to recognize figures representing physically disabled and physically abled people.

Gender-Science IAT

Gender - Science. This IAT often reveals a relative link between liberal arts and females and between science and males.

Arab-Muslim IAT

Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

Presidents IAT

Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Joseph Biden and one or more previous presidents.

Sexuality IAT

Sexuality ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Harvard Project Implicit

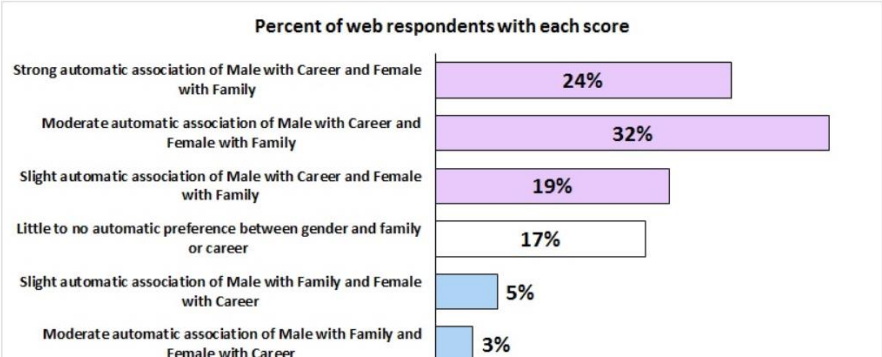
During the Implicit Association Test (IAT) you just completed:
Your responses suggested a moderate automatic association for Male with Career and Female with Family.

Disclaimer: These IAT results are provided for educational purposes only. The results may fluctuate and should not be used to make important decisions. The results are influenced by variables related to the test (e.g., the words or images used to represent categories) and the person (e.g., being tired, what you were thinking about before the IAT).

How does the IAT work?

The IAT measures associations between concepts (e.g., Family and Career) and evaluations (e.g., Female, Male). People are quicker to respond when items that are more closely related in their mind share the same button. For example, an implicit preference for Family relative to Career means that you are faster to sort words when 'Family' and 'Female' share a button relative to when 'Career' and 'Female' share a button.

Studies that summarize data across many people find that the IAT predicts discrimination in hiring, education, healthcare, and law enforcement. However, taking an IAT once (like you just did) is not likely to predict your future behavior well.



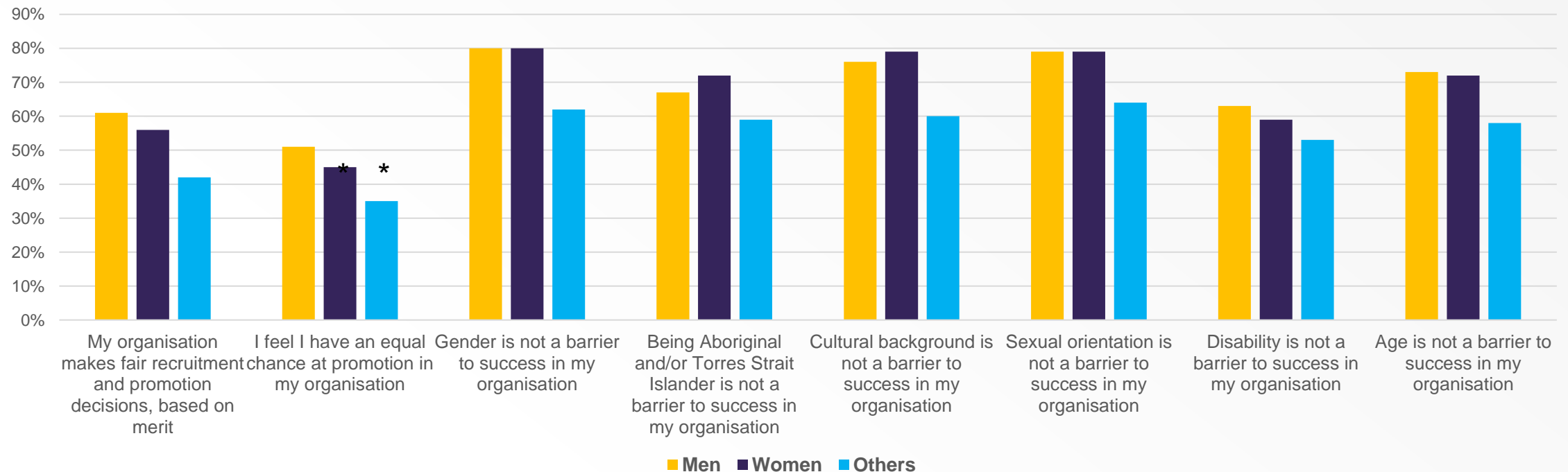
How might your unconscious bias impact...

- Your recruitment process?
- Your hiring process?
- Your promotion process?
- Your flexible work arrangements?
- Your sexual harassment reporting numbers?
- Your leadership style?



Many employees feel our recruitment and promotion processes are not free from bias

Employees responses on success in the workplace

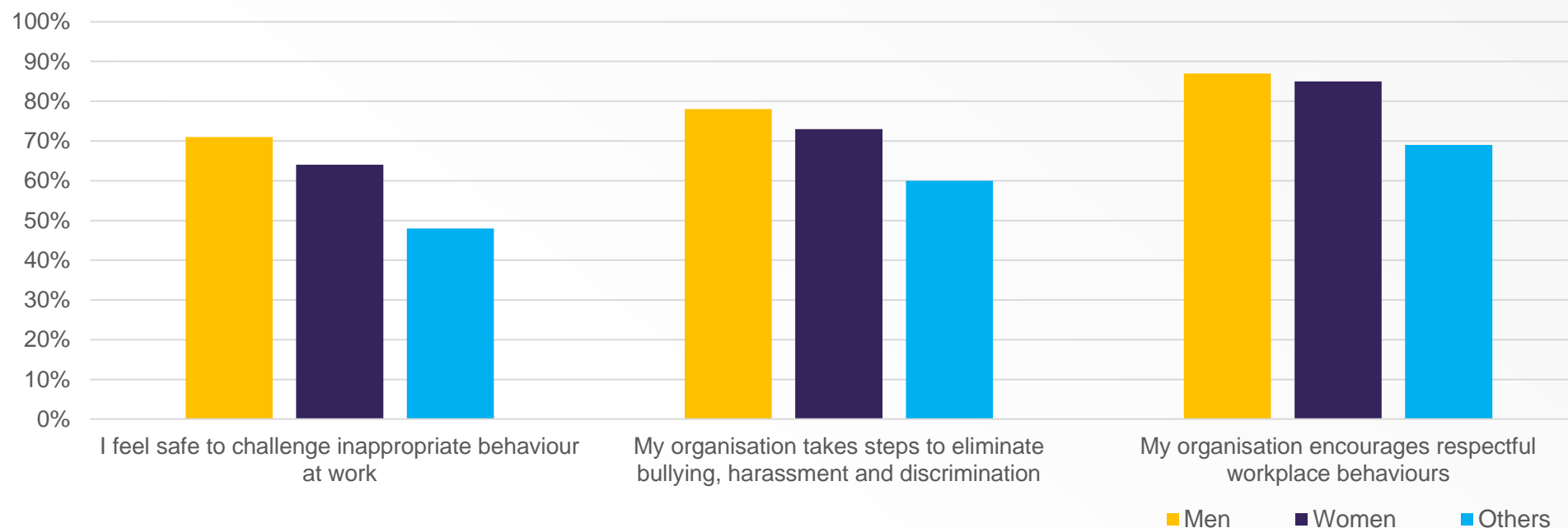


Employees who do not identify as men or women have lower positive responses



81% of survey respondents who identified as men, 64% who identified as women, and 64% who identified as other genders agreed that **“there is positive culture within my organisation in relation to employees of different sexes/genders”**

Employees responses on bullying and discrimination at the workplace



Men don't access parental leave options as much as women



Flexible work (i.e., flexible start and end times, flexible hours, flexible days) is not formally captured in Monash Health



Parental leave is taken predominately by women (89%; n=1107), and only women (n=57) left the organisation while on parental leave



Only women leave Monash Health while on parental leave



How might we use our processes/tools to combat our unconscious biases?

- Harvard Implicit Bias Platform [Link to be sent in the September Manager Bulletin](#)
- Self-awareness
- Discussion
- Challenging ourselves and others
- Bias training and development (Latte, work with OD team)
- Explore iterations on policies and procedures (ex. blind recruitment policies)



Questions?

Link to be sent in
the September Manager
Bulletin

Outsmart Your Own Biases How to broaden your thinking and make better decisions by Jack B. Soll, Katherine L. Milkman, and John W. Payne

